

JOE WARDY
MAYOR
JOYCE WILSON
CITY MANAGER



CITY COUNCIL

SUSAN AUSTIN
DISTRICT NO. 1

ROBERT A. CUSHING, JR.
DISTRICT NO. 2

JOSE ALEXANDRO LOZANO
DISTRICT NO. 3

JOHN F. COOK
DISTRICT NO. 4

PRESI ORTEGA, JR.
DISTRICT NO. 5

PAUL J. ESCOBAR
DISTRICT NO. 6

VIVIAN ROJAS
DISTRICT NO. 7

ANTHONY W. COBOS
DISTRICT NO. 8

SPECIAL CITY COUNCIL MEETING
10TH FLOOR CONFERENCE ROOM
CITY HALL
FRIDAY, DECEMBER 3, 2004

The City Council met at the above place and date at approximately 9:20 a.m. Mayor Joe Wardy present and presiding and the following Council Members answered roll call: Susan Austin, Robert A. Cushing, Jr., Jose Alexandro Lozano, John F. Cook, Vivian Rojas, and Anthony Cobos. Late Arrival: Paul J. Escobar arrived at 9:30 a.m. Early departures: Jose Alexandro Lozano left at 11:35 a.m. Mayor Wardy left at 12:05 p.m. Paul J. Escobar left at 12:07 p.m. Absent: Presi Ortega, Jr.

AGENDA

- 1.** Presentations and roundtable discussions relating to the transition to the Council-Manager form of government, roles and responsibilities, activities and progress made in the first 60 days, and the formulation of a transition plan and priorities covering the next 12-18 months.
- 2.** The City Council of the City of El Paso will retire into EXECUTIVE SESSION pursuant to Section 3.5A of the El Paso City Charter and the Texas Government Code, Chapter 551, Subchapter D, to discuss and take action on any of the following: (The items listed below are matters of the sort routinely discussed in Executive Session, but the City Council of the City of El Paso may move to Executive Session any of the items on this agenda, consistent with the terms of the Open Meetings Act.)

Section 551.071	CONSULTATION WITH ATTORNEY
Section 551.072	DELIBERATION REGARDING REAL PROPERTY
Section 551.073	DELIBERATION REGARDING PROSPECTIVE GIFTS
Section 551.074	PERSONNEL MATTERS
Section 551.076	DELIBERATION REGARDING SECURITY DEVICES
Section 551.087	DELIBERATION REGARDING ECONOMIC DEVELOPMENT NEGOTIATIONS

Mayor Wardy explained that the purpose of the meeting is to develop a transition plan and present how the City Manager has been working with The Management Connection, Inc.

Mr. Bob Hart, President of The Innovation Groups, gave a PowerPoint presentation discussing the role of Council Members and the City Manager in addressing the needs of taxpayers.

Mayor Wardy and Representative Cushing commented on the role of taxpayers.

Mr. Joe M. Gonzalez, President of The Management Connection, Inc., gave more information to clarify the comments made by Mr. Hart.

Representatives Cook, Austin and Lozano commented.

Mayor Wardy and Representatives Cushing, Austin and Cobos commented on the City Manager's role in policy making.

Representative Cushing stated that Council develops the policies and the City Manager implements the policies. He stated that Charter sets the powers and duties of the City Manager and provided a copy of the powers and duties (on file in the City Clerk's Office).

Ms. Joyce Wilson, City Manager, explained that she would only be recommending policies to Council but will not create or implement the policies without Council's approval.

Mr. Joe M. Gonzalez, President of The Management Connection, Inc., commented and questioned Council Members on their expectations from the City Manager. He also proceeded to present and comment on a booklet entitled "City of El Paso: Making the Transition to a New Form of Government" (on file in the City Clerk's Office).

Representative Lozano questioned why Deputy City Managers were not present.

Ms. Wilson explained that a couple of the Deputies were out of town in training and also that Mayor Wardy suggested that the Deputies be involved after the transition plan has been developed.

Mayor Wardy requested that the development of a mentoring process be included under the "Critical Success Factors" of the booklet to be able to promote from within the City staff.

Mayor Wardy and Representatives Austin, Cushing, Lozano, Cobos and Cook commented on the executive summary.

Mayor Wardy and Representatives Cushing and Lozano expressed their concerns on the contradictions between the strengths and weaknesses under the SWOT Analysis of the executive summary.

Mayor Wardy and Ms. Wilson clarified that the executive summary represents the differences of opinions and perspectives among senior management. It was not a consensus.

Mr. Gonzalez explained that this was a brainstorming activity between department heads. He reiterated that it is not a consensus.

Ms. Wilson gave a presentation to outline the organizational structure and the twelve-month transition strategy (presentation is on file in the City Clerk's Office).

Representative Austin commented on external and internal customer service.

Representative Cushing commented and asked questions regarding communication among Council Members, City Manager, Department Heads and citizens.

Mayor Wardy invited Council Members to be patient with the transition.

Representative Escobar explained that at the beginning, he opposed to the Council-Manager form of government but that he has seen many efficiencies already implemented by Ms. Wilson and commended her for adapting so well and for the smooth transition.

Representative Rojas stated that these planning sessions are beneficial to set the goals for the City.

Representative Cobos stated that communication is the key and expressed his confidence in Ms. Wilson's work and ability to adapt quickly.


Representative Austin stated that the transition has been smoother than she expected. She added that the primary focus is to get the internal house in order. She commended the twelve-month transition strategy.

Representative Cushing stated that the City is moving in the right direction.

Representative Cook commended Ms. Wilson for her excellent work, her ability to adapt quickly and her twelve-month transition strategy.

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Motion made by Representative Cushing, seconded by Representative Cook and unanimously carried to adjourn this meeting at 12:10 p.m.
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APPROVED AS TO CONTENT:



Richarda Duffy Momsen, City Clerk